

C O N F I D E N T I A L

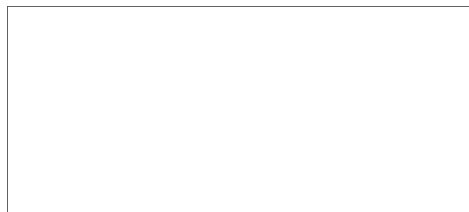
19 November 1985

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EMPLOYEES WHO ARE ELIGIBLE OR WILL BECOME ELIGIBLE TO RETIRE PRIOR TO 30 SEPT. 1986

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Date 11-8-85

ROUTING AND TRANSMITTAL SLIP

| TO: (Name, office symbol, room number, building, Agency/Post) | Initials | Date |
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| Action | File | Note and Return |
|--------------|----------------------|------------------|
| Approval | For Clearance | Per Conversation |
| As Requested | For Correction | Prepare Reply |
| Circulate | For Your Information | See Me |
| Comment | Investigate | Signature |
| Coordination | Justify | |

REMARKS

*Joe,
Some stats that
you had requested.*



DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

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OPTIONAL FORM 41 (Rev. 7-76)
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| Action | File | Note and Return |
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| As Requested | For Correction | Prepare Reply |
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5041-529 (120)

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24 JUL 1985 *

Average Federal Service & Overseas Service
for Selected Categories of CIARDS Retirees in FY-1984

| <u>Category</u> | <u>Years of Federal Service</u> | <u>Years of Overseas Service</u> |
|-----------------------------------|-------------------------------------|--------------------------------------|
| Ops Officer | 31.2 | 9 |
| Other "D" Careerists | 29.3 | 8.5 |
| Commo | 30 | 10.7 |
| Support Careerists (MG & M) | 31.1 | 9 |
| Average of All CIARDS Retirees | 30.4 | 7.9 |

* Created on 7/24/85 due to questions that were asked to ADD/EBS
The day before by D/PERS. Eight copies were made for the Ret. Task Force
& discussion w/paper will be made to D/PERS today

COMPARISONS OF ANNUITIES FOR CIARDS RETIREES
COMPUTED UNDER CURRENT CIARDS & PROPOSED FORMULAS

Employee with 38 Years of Service & High-3 of \$63,512 - SIS-4

| | <u>CIARDS</u> <u>(Basic Annuity)</u> | <u>% of</u> <u>High-3</u> |
|--|---|------------------------------|
| Current (2% of Average High-3 Salary x # Years of Service Not to Exceed 35 Years of Service Credit; i.e., 70% of Average High-3) | \$44,458 (capped) | 70.0% |

Proposed
(2 1/2% of Average High-3 Salary x Years
of Overseas Service, plus 2% of All Non-
Overseas Service Not to Exceed 75.0% of
Average High-3)

| | | |
|-------------------|-------------------|-------|
| 5 Years Overseas | \$47,634 (capped) | 75.0% |
| 8 Years Overseas | \$47,634 (capped) | 75.0% |
| 12 Years Overseas | \$47,634 (capped) | 75.0% |
| 20 Years Overseas | \$47,634 (capped) | 75.0% |

COMPARISONS OF ANNUITIES FOR CIARDS RETIREES
COMPUTED UNDER CURRENT CIARDS & PROPOSED FORMULAS

Employee with 34 Years of Service & High-3 of \$62,794 - SIS-3A

| | <u>CIARDS</u> <u>(Basic Annuity)</u> | <u>% of</u> <u>High-3</u> |
|--|---|------------------------------|
| Current (2% of Average High-3 Salary x # Years of Service Not to Exceed 35 Years of Service Credit; i.e., 70% of Average High-3) | \$42,700 | 68.0% |

Proposed
(2 1/2% of Average High-3 Salary x Years
of Overseas Service, plus 2% of All Non-
Overseas Service Not to Exceed 75.0% of
Average High-3)

| | | |
|-------------------|-------------------|-------|
| 5 Years Overseas | \$44,270 | 70.5% |
| 8 Years Overseas | \$45,212 | 72.0% |
| 12 Years Overseas | \$46,468 | 74.0% |
| 20 Years Overseas | \$47,095 (capped) | 75.0% |

COMPARISONS OF ANNUITIES FOR CIARDS RETIREES
COMPUTED UNDER CURRENT CIARDS & PROPOSED FORMULAS

Employee with 34 Years of Service & High-3 of \$61,775 - SIS-2A

| | <u>CIARDS</u> <u>(Basic Annuity)</u> | <u>% of</u> <u>High-3</u> |
|--|---|------------------------------|
| Current (2% of Average High-3 Salary x # Years of Service Not to Exceed 35 Years of Service Credit; i.e., 70% of Average High-3) | \$42,007 | 68.0% |

Proposed
(2 1/2% of Average High-3 Salary x Years
of Overseas Service, plus 2% of All Non-
Overseas Service Not to Exceed 75.0% of
Average High-3)

| | | |
|-------------------|-------------------|-------|
| 5 Years Overseas | \$43,551 | 70.5% |
| 8 Years Overseas | \$44,478 | 72.0% |
| 12 Years Overseas | \$45,714 | 74.0% |
| 20 Years Overseas | \$46,331 (capped) | 75.0% |

COMPARISONS OF ANNUITIES FOR CIARDS RETIREES
COMPUTED UNDER CURRENT CIARDS & PROPOSED FORMULAS

Employee with 30 Years of Service & High-3 of \$57,094 - SIS-1A

| | <u>CIARDS</u> <u>(Basic Annuity)</u> | <u>% of</u> <u>High-3</u> |
|--|---|------------------------------|
| Current (2% of Average High-3 Salary x # Years of Service Not to Exceed 35 Years of Service Credit; i.e., 70% of Average High-3) | \$34,256 | 60.0% |

Proposed
(2 1/2% of Average High-3 Salary x Years
of Overseas Service, plus 2% of All Non-
Overseas Service Not to Exceed 75.0% of
Average High-3)

| | | |
|-------------------|----------|-------|
| 5 Years Overseas | \$35,684 | 62.5% |
| 8 Years Overseas | \$36,540 | 63.9% |
| 12 Years Overseas | \$37,682 | 65.9% |
| 20 Years Overseas | \$39,966 | 70.0% |

COMPARISONS OF ANNUITIES FOR CIARDS RETIREES
COMPUTED UNDER CURRENT CIARDS & PROPOSED FORMULAS

Employee with 35 Years of Service & High-3 of \$53,295 - GS-14/10

| | CIARDS (Basic Annuity) | % of High-3 |
|--|---------------------------|----------------|
| Current (2% of Average High-3 Salary x # Years of Service Not to Exceed 35 Years of Service Credit; i.e., 70% of Average High-3) | \$37,307 | 70.0% |

Proposed
(2 1/2% of Average High-3 Salary x Years
of Overseas Service, plus 2% of All Non-
Overseas Service Not to Exceed 75.0% of
Average High-3)

| | | |
|-------------------|-------------------|-------|
| 5 Years Overseas | \$38,639 | 72.5% |
| 8 Years Overseas | \$39,438 | 73.9% |
| 12 Years Overseas | \$39,971 (capped) | 75.0% |
| 20 Years Overseas | \$39,971 (capped) | 75.0% |

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COMPARISONS OF ANNUITIES FOR CIARDS RETIREES
COMPUTED UNDER CURRENT CIARDS & PROPOSED FORMULAS

Employee with 31 Years of Service & High-3 of \$41,851 - GS-13/7

| | <u>CIARDS</u> <u>(Basic Annuity)</u> | <u>% of</u> <u>High-3</u> |
|--|---|------------------------------|
| Current (2% of Average High-3 Salary x # Years of Service Not to Exceed 35 Years of Service Credit; i.e., 70% of Average High-3) | \$25,948 | 62.0% |

Proposed
(2 1/2% of Average High-3 Salary x Years
of Overseas Service, plus 2% of All Non-
Overseas Service Not to Exceed 75.0% of
Average High-3)

| | | |
|-------------------|----------|-------|
| 5 Years Overseas | \$26,994 | 64.5% |
| 8 Years Overseas | \$27,622 | 66.0% |
| 12 Years Overseas | \$28,459 | 68.0% |
| 20 Years Overseas | \$30,133 | 72.0% |

COMPARISONS OF ANNUITIES FOR CIARDS RETIREES
COMPUTED UNDER CURRENT CIARDS & PROPOSED FORMULAS

Employee with 32 Years of Service & High-3 of \$32,706 - GS-12/6

| | <u>CIARDS</u> <u>(Basic Annuity)</u> | <u>% of</u> <u>High-3</u> |
|--|---|------------------------------|
| Current (2% of Average High-3 Salary x # Years of Service Not to Exceed 35 Years of Service Credit; i.e., 70% of Average High-3) | \$20,932 | 64.0% |
| ----- | | |
| Proposed (2 1/2% of Average High-3 Salary x Years of Overseas Service, plus 2% of All Non- Overseas Service Not to Exceed 75.0% of Average High-3) | | |
| 5 Years Overseas | \$21,749 | 66.0% |
| 8 Years Overseas | \$22,240 | 67.9% |
| 12 Years Overseas | \$22,894 | 69.9% |
| 20 Years Overseas | \$24,202 | 73.9% |

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COMPARISONS OF ANNUITIES FOR CIARDS RETIREES
COMPUTED UNDER CURRENT CIARDS & PROPOSED FORMULAS

Employee with 26 Years of Service & High-3 of \$31,516 - GS-11/9

| | <u>CIARDS</u> <u>(Basic Annuity)</u> | <u>% of</u> <u>High-3</u> |
|--|---|------------------------------|
| Current (2% of Average High-3 Salary x # Years of Service Not to Exceed 35 Years of Service Credit; i.e., 70% of Average High-3) | \$16,388 | 51.9% |

Proposed
(2 1/2% of Average High-3 Salary x Years
of Overseas Service, plus 2% of All Non-
Overseas Service Not to Exceed 75.0% of
Average High-3)

| | | |
|-------------------|----------|-------|
| 5 Years Overseas | \$17,176 | 54.4% |
| 8 Years Overseas | \$17,649 | 56.0% |
| 12 Years Overseas | \$18,279 | 57.9% |
| 20 Years Overseas | \$19,540 | 62.0% |

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COMPARISONS OF ANNUITIES FOR CIARDS RETIREES
COMPUTED UNDER CURRENT CIARDS & PROPOSED FORMULAS

Employee with 24 Years of Service & High-3 of \$19,264 - GSB-7/7

| | CIARDS (Basic Annuity) | % of High-3 |
|--|---------------------------|----------------|
| Current (2% of Average High-3 Salary x # Years of Service Not to Exceed 35 Years of Service Credit; i.e., 70% of Average High-3) | \$ 9,247 | 48.0% |

Proposed
(2 1/2% of Average High-3 Salary x Years
of Overseas Service, plus 2% of All Non-
Overseas Service Not to Exceed 75.0% of
Average High-3)

| | | |
|-------------------|----------|-------|
| 5 Years Overseas | \$ 9,726 | 50.4% |
| 8 Years Overseas | \$10,017 | 51.9% |
| 12 Years Overseas | \$10,403 | 54.0% |
| 20 Years Overseas | \$11,173 | 57.9% |